

AD-A064 987

NAVAL POSTGRADUATE SCHOOL MONTEREY CALIF  
AN ANALYSIS OF THE EFFECT OF LOWERED BASIC TEST BATTERY SELECTI--ETC(U)  
DEC 78 D E KALLETTA

F/G 5/9

UNCLASSIFIED

NL

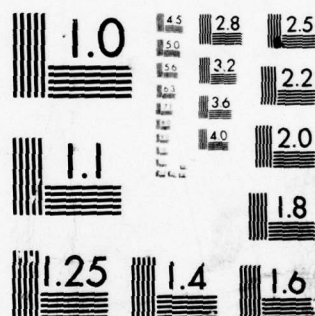
| OF |

AD  
A064 987



END  
DATE  
FILMED

4--79  
DOC



✓  
**LEVEL** *14* *(2)*

**NAVAL POSTGRADUATE SCHOOL**  
**Monterey, California**



**THESIS**

AN ANALYSIS OF THE EFFECT OF LOWERED BASIC  
TEST BATTERY SELECTION SCORES ON REPHASALS  
AND DISENROLLMENTS AT SELECTED  
COAST GUARD CLASS A SCHOOLS

by

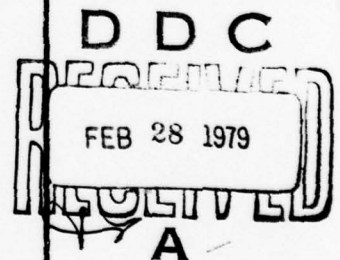
Daniel E. Kalletta

December 1978

Thesis Advisor:

J.K. Arima

Approved for public release; distribution unlimited



ADA064987

DDC FILE COPY

79 02 23 139

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle)		5. TYPE OF REPORT & PERIOD COVERED
(6) An Analysis of the Effect of Lowered Basic Test Battery Selection Scores on Rephasals and Disenrollments at Selected Coast Guard Class A Schools		Master's Thesis, I December 1978
7. AUTHOR(s)		6. PERFORMING ORG. REPORT NUMBER
(10) Daniel E. Kalletta		8. CONTRACT OR GRANT NUMBER(s)
9. PERFORMING ORGANIZATION NAME AND ADDRESS		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
Naval Postgraduate School Monterey, California 93940		
11. CONTROLLING OFFICE NAME AND ADDRESS		12. REPORT DATE
Naval Postgraduate School Monterey, California 93940		(11) December, 1978
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		13. NUMBER OF PAGES
Naval Postgraduate School Monterey, California 93940		51
16. DISTRIBUTION STATEMENT (of this Report)		15. SECURITY CLASS. (of this report)
Approved for public release; distribution unlimited.		Unclassified
(12) 52 p.		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number)		
Coast Guard                      Attrition                      Enlisted training Class A Schools                  Disenrollment              Technical training Class A training                  Rephasal                      Basic Test Battery Scores Academic attrition              Training		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number)		
This thesis investigates and evaluates the effect of lowered Basic Test Battery (BTB) selection scores on rephasals and disenrollments at selected Coast Guard Class A schools. It analyzes the differences in rephasal rate and disenrollment rate for Storekeeper, Subsistence Specialist, and Radioman Schools for the year prior to (FY 1976) and the year after (FY 1977) the lowering of the BTB selection scores (which occurred in July, 1976).		



↙ It compares the performance of students entering these schools with the lower BTB scores with those students entering with the higher BTB scores during FY 1977. In addition, it analyzes the relationship between the successful completion of these schools and the BTB selection scores.

The results indicate that students with BTB scores lower than the earlier (higher) cutoff tend to have higher rephasal and disenrollment rates than students with the higher BTB scores. If the input percentage of the lower-scoring students should increase, there is likely to be a significant increase in both the rephasal and disenrollment rates for all three schools. ↙

ACCESSION or	
RTIS	Write Section <input checked="" type="checkbox"/>
DDG	DDT Section <input type="checkbox"/>
UNANNOUNCED	<input type="checkbox"/>
JUSTIFICATION	
BY	
DISTRIBUTION/AVAILABILITY CODES	
Dist.	REF. and/or SPECIAL
A	

79 02 23 139

Approved for public release; distribution unlimited.

An Analysis of the Effect of Lowered Basic Test Battery  
Selection Scores on Rephasals and Disenrollments  
at Selected Coast Guard Class A Schools

by

Daniel E. Kalletta  
Lieutenant, United States Coast Guard  
B.S., United States Coast Guard Academy, 1971

Submitted in partial fulfillment of the  
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL  
December 1978

Author

Daniel E. Kalletta

Approved by:

James H. Quinn

Thesis Advisor

W. A. McGowan

Co-Advisor

Carl H. ...

Chairman, Department of Administrative Sciences

W. H. Sherry

Dean of Information and Policy Sciences

## ABSTRACT

This thesis investigates and evaluates the effect of lowered Basic Test Battery (BTB) selection scores on rephasals and disenrollments at selected Coast Guard Class A schools. It analyzes the differences in rephasal rate and disenrollment rate for Storekeeper, Subsistence Specialist, and Radioman Schools for the year prior to (FY 1976) and the year after (FY 1977) the lowering of the BTB selection scores (which occurred in July, 1976). It compares the performance of students entering these schools with the lower BTB scores with those students entering with the higher BTB scores during FY 1977. In addition, it analyzes the relationship between the successful completion of these schools and the BTB selection scores.

The results indicate that students with BTB scores lower than the earlier (higher) cutoff tend to have higher rephasal and disenrollment rates than students with the higher BTB scores. If the input percentage of the lower-scoring students should increase, there is likely to be a significant increase in both the rephasal and disenrollment rates for all three schools.

## TABLE OF CONTENTS

I.	INTRODUCTION -----	8
A.	BACKGROUND -----	8
B.	PURPOSE -----	11
C.	DATA COLLECTION -----	12
D.	ANALYSIS METHODOLOGY -----	12
E.	CONCLUSIONS -----	14
II.	STUDY ONE -----	16
A.	METHODOLOGY -----	16
B.	RESULTS -----	18
	1. Means and Standard Deviations -----	18
	2. Analysis of Variance -----	18
C.	SUMMARY -----	21
III.	STUDY TWO -----	23
A.	METHODOLOGY -----	23
B.	RESULTS AND DISCUSSION -----	27
	1. Analysis of Students by BTB Selection Score -----	27
	2. Regression Analysis -----	32
	a. All Schools -----	34
	b. Storekeeper School -----	37
	c. Subsistence Specialist School -----	40
	d. Radioman School -----	43
C.	SUMMARY -----	45
IV.	CONCLUSIONS -----	48
	BIBLIOGRAPHY -----	50
	INITIAL DISTRIBUTION LIST -----	51



# LIST OF TABLES

<u>TABLE</u>	<u>TITLE</u>	<u>PAGE</u>
I	Minimum Class A Selection Scores -----	13
II	Distribution of Students by School and Year --	16
III	Means and Standard Deviations -----	19
IV	Analysis of Variance-Rephasal Rate -----	19
V	Analysis of Variance-Disenrollment Rate -----	20
VI	Usable Data for FY 1977 -----	23
VII	Distribution of Students by Category -----	27
VIII	Mean BTB Selection Scores -----	28
IX	Education Level Attained -----	29
X	Distribution of Students by Source -----	30
XI	Effect of Student Category on Rephasal and Disenrollment -----	31
XII	Number of Rephasals -----	33
XIII	Correlation Matrix for All Schools -----	34
XIV	Stepwise Regression for Rephasal, Disenrollment, and Final Grade -----	36
XV	Correlation Matrix for Storekeeper School ----	38
XVI	Stepwise Regression for Rephasal -----	38
XVII	Stepwise Regression for Disenrollment -----	39
XVIII	Stepwise Regression for Final Grade -----	39
XIX	Correlation Matrix for Subsistence Specialist School -----	40
XX	Stepwise Regression for Rephasal -----	41
XXI	Stepwise Regression for Disenrollment -----	42
XXII	Stepwise Regression for Final Grade -----	42



XXIII	Correlation Matrix for Radioman School -----	43
XXIV	Stepwise Regression for Rephasal -----	44
XXV	Stepwise Regression for Disenrollment -----	45
XXVI	Stepwise Regression for Final Grade -----	45

## I. INTRODUCTION

### A. BACKGROUND

The primary objective of Class A training in the United States Coast Guard is to meet manpower training requirements at the technical speciality level. With the increasing technological demands of the Coast Guard, more trained personnel are becoming a necessity. Class A training also assists in fulfilling the Coast Guard's obligation to provide career opportunities for its enlistees. Without a speciality a career is impossible. In a study (Muldrow, 1969) conducted for the U.S. Navy, it was discovered that the opportunity to obtain technical training was one of the major personal reasons influencing enlistment into the Armed Forces. Considering these points, the Coast Guard had to ensure that a steady influx of Class A school eligible personnel would be available to meet its service requirements.

Prior to the implementation of the All-Volunteer Force (AVF) this was not a major problem; in fact, the Coast Guard enjoyed a rather favorable recruiting and selection climate. However, with the advent of the AVF and the attention that was given to insuring that all individuals in the Coast Guard had equal opportunities for training and advancement, it was anticipated that Class A school selection standards would have to be modified to accommodate

less qualified personnel. These standards as stated in the Coast Guard Personnel Manual (CG-311) require that a Class A school applicant meet:

- 1) The minimum Basic Test Battery scores required by the school.
- 2) Any special physical requirements (normal hearing, color perception, etc.) required by the school.
- 3) Appropriate action to obtain the security clearance required by the school.

Of these requirements, a combination of the test scores attained on the Basic Test Battery is the primary selection tool utilized for personnel assignment to Class A training.

The Basic Test Battery (BTB) consists of five tests administered to incoming recruits at Recruit Training Centers. These five tests include the:

- 1) General Classification Test (GCT) which measures the ability to understand words and the relationships between them.
- 2) Arithmetic Test (ARI) which measures the ability to use numbers and apply mathematical reasoning in practical problems.
- 3) Mechanical Test (MECH) which measures some aspects of mechanical and electrical knowledge in addition to the ability to understand mechanical principles.
- 4) Clerical Test (CLR) which measures the ability to observe rapidly and accurately.

5) Electronics Technican Selection Test (ETST) determines abilities specifically related to successful completion of electronics type training.

A Coast Guard study (West, et al., 1975) addressed the subject of the validity of the BTB composites utilized as selection score standards for Class A schools. The study examined BTB scores and performance data for students attending 10 selected Coast Guard Class A schools during fiscal year (FY) 1973. It was determined that the BTB was a reliable predictor of performance at these 10 schools. Through regression analysis alternate selection composites considered more effective were identified for many of the schools.

Another study (Lang, 1976) conducted by the Coast Guard evaluated the effectiveness of selection tests in predicting performance at Class A schools. The particular school examined was the Machinery Technician School (MK). Lang analyzed the validity of both the BTB and Armed Forces Vocational Aptitude Battery (ASVAB) in predicting performance at MK School. The data utilized was collected from 134 students attending this school during the last part of FY 1974 and the beginning of FY 1975. The study revealed that the BTB and ASVAB are valid predictors of performance at MK School. Also, new selection composites for MK school were presented.



From the information gathered through the above-mentioned studies, lower BTB selection composites were established. These new composites were determined by the personnel working at the Psychological Research Center at the Office of Personnel located at Coast Guard Headquarters in Washington, D.C. Mr. Joseph Cowan, head of the Research Center, stated that the lower selection scores were arrived at by extending the regression lines determined by Lang and West, et al. The present and previous selection scores are shown in Table I.

The lowering of the selection scores had a positive effect on the Class A eligible population. Specifically, the overall population eligibility increased from 50% to 80% while the qualified disadvantaged went from 10% to 50%.

#### B. PURPOSE

Since the implementation of the lower selection standards for Class A schools, no research has been conducted to evaluate the effect of lower selection scores on rephasals and disenrollments. It is the opinion of the Coast Guard Training Centers that rephasals and disenrollments have increased and that students of lower ability are requiring more attention. No data has been produced to support or disprove this opinion. This study was undertaken to investigate and evaluate the effects of lowered selection scores on rephasals and disenrollments. Attention was



also given to the outcome of students entering with the lower selection scores.

#### C. DATA COLLECTION

The data utilized in this study were collected from the Storekeeper School, Subsistence Specialist School, and Radioman School, all located at Petaluma, California. The time period included one year prior to (FY 1976) and one year after (FY 1977) the lowering of the selection scores (which occurred in July, 1976). For FY 1976 the data was collected from the Weekly Training Reports issued by the individual schools and included the number of students per class, number of rephasals per class, number of disenrollments per class, and the number of graduates per class. The FY 1977 data was on individual students and gathered from Student Classification Sheets, Class Convening Rosters, and Graduation Statistic Sheets. Variables included the student's class, number of rephasals, disenrollment, BTB scores, education level completed, source (field or boot camp), and final grade.

#### D. ANALYSIS METHODOLOGY

The Statistical Package for the Social Sciences (SPSS) on the IBM 360 Computer System located at the Naval Postgraduate School was utilized to accomplish the statistical calculations required in this study. Study One analyzed the data provided by class. The means and standard

TABLE I

MINIMUM CLASS A SELECTION SCORES

RATING	PREVIOUS SCORES	PRESENT SCORES
DC	GCT+ARI=105	GCT+ARI=90
DT	GCT+ARI=100	GCT+ARI=90
ET	GCT+ARI+ETST=170	GCT+ARI+ETST=155
ETN	GCT+ARI+ETST=170	GCT+ARI+ETST=155
FT	GCT+ARI+ETST=170	NO CHANGE
GM	ARI+MECH=100	GCT+MECH=90
HM	GCT+ARI=100	GCT+ARI=90
MK	ARI+MECH=105	GCT+MECH=90
MST	GCT+ARI+CLER=165	GCT+ARI+CLER=150
RD	GCT+ARI=105	GCT+ARI=90
RM	GCT+ARI=100	GCT+ARI=90
ST	ARI+2X ETST=171	NO CHANGE
SK	GCT+ARI=105	GCT+ARI=90
SS	GCT+ARI=100	GCT+ARI=90
TT	GCT+ARI+ETST=170	GCT+ARI+ETST=155
YN	GCT+ARI=105;CLER=55	GCT+ARI=90;CLER=50
AE	ARI+2X ETST =160	NO CHANGE
AT	GCT+ARI+ETST=170	GCT+ARI+ETST=155
AD	ARI+MECH=110	ARI+MECH=100
AM	ARI+MECH=105	NO CHANGE
ASM	GCT+MECH=105	NO CHANGE
QM	GCT+ARI+CLER=165;CLER=50	GCT+ARI+ETST=165;55 IN EACH
EM	ARI+MECH=105	ARI+MECH=90

deviations for the rephasal rates and disenrollment rates were calculated for each school for FY's 1976 and 1977. This data was tested to ensure that it meet the criteria for an analysis of variance (which it did). An analysis of variance was accomplished for both the rephasal rates and disenrollment rates with the main effects being school and year.

Study Two focused on the analysis of the data collected on individual students. The purpose of this study was to investigate and evaluate the outcome of the students entering with the lower BTB scores. This analysis was accomplished by analyzing the effect that these students had on rephasals and disenrollments. Also, a stepwise regression was carried out for all the schools together and each school individually. Of primary interest was the relationship between the BTB selection scores and the three dependent variables, rephasal, disenrollment, and final grade. Other variables included school, source, education level completed, and quarter in which a student started a school.

#### E. CONCLUSIONS

From the analysis completed in Study One it was determined that lowering the BTB selection score had a small but statistically significant effect on rephasal rate but not disenrollment rate. Through the results of Study Two it was shown that students entering Storekeeper, Subsistence

Specialist, and Radioman Schools with lower BTB scores had a greater incidence of rephasals and disenrollments.

During FY 1977 1/3 of the students attending these schools entered with lower BTB selection scores than those in effect prior to July, 1976. If the input percentage of these students increased there should be a significant increase in both the rephasal and disenrollment rates for these schools.



## II. STUDY ONE

### A. METHODOLOGY

The purpose of Study One was to investigate and evaluate the effect that lowering the BTB selection scores for entrance to Class A schools had on rephasals and disenrollments. The data utilized was collected by class, and a breakdown by school and fiscal year is provided in Table II.

TABLE II

<u>SCHOOL</u>	<u>NUMBER OF CLASSES</u>	<u>NUMBER OF CLASSES</u>
	<u>FY 1976</u>	<u>FY 1977</u>
STOREKEEPER	13	13
SUBSISTENCE SPECIALIST	12	12
RADIOMAN	13	12

The variables utilized were:

1) Rephasal Rate - defined as the number of rephasals (not the number of students rephased) per total number of students. In other words, if a student was rephased three times this would be equivalent to three rephasals. Defining the rephasal rate in this manner was required because the data collected for FY 1976 was by class.

2) Disenrollment Rate - defined as the number of students disenrolled per total number of students.

3) School - defined as the three schools, Storekeeper School, Subsistence Specialist School, and Radioman School, from which the data was collected.



4) Year - defined as the year prior to or after the BTB selection standards were lowered. The prior year was FY 1976 and the year after was FY 1977.

The first task of this study was to determine the basic distributional characteristics of each of the variables to be used in the subsequent statistical analysis. Information on the distribution, variability, and central tendencies of the variables was calculated utilizing the SPSS system. This data was evaluated to ensure that it met the necessary conditions for a Two-way Analysis of Variance.

The next task was to isolate and identify the percentage of variation in the rephasal rate and disenrollment rate (dependent variables) due to the different schools and years (independent variables). A similar but separate analysis was accomplished for each of the dependent variables. The 2x3 factorial design utilized was as follows:

Independent Variable and Category

School:

- 1) Storekeeper
- 2) Subsistence Specialists
- 3) Radioman

Year:

- 1) FY 1976
- 2) FY 1977

The first step in this analysis was to determine whether the two factors, school and year, as a whole as

well as individually have a statistically significant effect on the variation in either the rephasal rate or disenrollment rate. In conjunction with this the proportion of variance due to each factor was determined. The next step was to examine whether the interaction effect (school x year) was significant. Through this analysis, it could be determined whether the school, year, or both had an effect on rephasal rate or disenrollment rate.

## B. RESULTS

### 1. Means and Standard Deviations

The means and standard deviations for the rephasal and disenrollment rates are shown by school and year in Table III.

### 2. Analysis of Variance

A Two-way Analysis of Variance was conducted to evaluate the effect of year and school on rephasal rate. The results are shown in Table IV.

In Table IV the joint effect and individual main effects are both significant while the interaction effect is of marginal significance. This marginal significance might prove either significant or insignificant if a larger sample was utilized. To speculate on this near-significance is unwise; therefore, in this analysis the interaction was considered not significant. Because there is no significant interaction, the effects of the two factors

TABLE III

<u>SCHOOL</u>	<u>YEAR(FY)</u>	<u>REPHASAL RATE</u>		<u>DISENROLLMENT RATE</u>	
		<u>MEAN</u>	<u>STD DEV</u>	<u>MEAN</u>	<u>STD DEV</u>
STOREKEEPER	1976	.061	.059	.038	.040
	1977	.180	.156	.056	.058
	TOTAL	.120	.130	.047	.050
SUBSISTENCE	1976	.142	.102	.134	.097
	1977	.143	.107	.140	.090
	TOTAL	.142	.102	.137	.092
RADIOMAN	1976	.678	.179	.208	.116
	1977	.849	.208	.219	.070
	TOTAL	.760	.208	.214	.095
1976	TOTAL	.298	.305	.127	.113
1977	TOTAL	.385	.365	.136	.099

TABLE IV

ANALYSIS OF VARIANCE - REPHASAL RATE

<u>SOURCE OF VARIATION</u>	<u>SUM OF SQUARES</u>	<u>DF</u>	<u>MEAN SQUARE</u>	<u>F</u>	<u>SIGNIF OF F</u>
MAIN EFFECTS	6.793	3	2.264	109.159	0.000
SCHOOL	6.650	2	3.325	160.297	0.000
YEAR	0.182	1	0.182	8.765	0.004
2-WAY INTERACTIONS					
SCHOOL x YEAR	0.093	2	0.047	2.247	0.113
EXPLAINED	6.886	5	1.377	66.394	0.000
RESIDUAL	1.431	69	0.021		
TOTAL	8.317	74	0.112		

on rephasal rate are independent. Consequently, it is possible to make statements about the effects of each of the factors without having to refer to the other. From Table III it can be seen that the rephasal rate increased for all schools in FY 1977. The joint effect accounts for 81.7% (6.793/8.317) of the variation in the rephasal rate. The school factor explains about 79.9% of the variation in rephasal rate, while the year factor explains about 2.1%. The total explained variation was 82.8% while the unexplained variation (residual) was 17.2%.

The results of the Two-way Analysis of Variance completed on the disenrollment rate is shown in Table V.

TABLE V  
ANALYSIS OF VARIANCE - DISENROLLMENT RATE

SOURCE OF VARIATION	SUM OF SQUARES	DF	MEAN SQUARE	F	SIGNIF OF F
MAIN EFFECTS	0.357	3	0.119	17.490	0.000
SCHOOL	0.355	2	0.117	26.110	0.000
YEAR	0.003	1	0.003	0.376	0.542
2-WAY INTERACTIONS					
SCHOOL x YEAR	0.000	2	0.000	0.029	0.971
EXPLAINED	0.357	5	0.071	10.506	0.000
RESIDUAL	0.469	69	0.007		
TOTAL	0.826	74	0.011		



From Table V it can be determined that the joint effect is significant while the interaction is not. Because there is no significant interaction effect the two main factors can be considered independently. Of the two main factors, only the school factor is significant in explaining variation in the disenrollment rate. The year factor is not significant, as indicated by the F test probability of 0.542. From Table III it can be seen that the disenrollment rate increased for all three schools for FY 1977. The joint effect explains 43.2% of the variation in disenrollment rate with the school factor accounting for 42.9% of this variation. The total explained variation is 43.2% and the unexplained variation is 56.8%.

#### C. SUMMARY

Through the analysis of the data collected for this study, it was determined that the lowering of the Class A selection scores did have a significant effect on rephasal rate but not on disenrollment rate. From Table IV it can be seen that both the school and year factors are significant in predicting rephasal rate. However, the school factor explains 79.9% of the variation in rephasal rate while the year factor only explains 2.1%. Concerning disenrollment rate, Table V indicates that the school factor is significant in predicting disenrollments but the year factor is not. For both these rates the interaction effect



is not significant; therefore, each factor can be considered independently of the other. An examination of this information indicates that while the school a student attends will have a significant effect on both the rephasal and disenrollment rates, the year a student attends, either prior to or after the lowering of the selection scores, has an effect on only the rephasal rate. This effect, however, is relatively small.

### III. STUDY TWO

#### A. METHODOLOGY

Study Two focused on the analysis of the usable data collected for FY 1977. This data was collected on individual students, and a breakdown by school is provided in Table VI.

TABLE VI  
USABLE DATA FOR FY 1977

<u>SCHOOL</u>	<u>NUMBER OF STUDENTS</u>
STOREKEEPER	144
SUBSISTENCE SPECIALIST	283
RADIOMAN	286
TOTAL	713

These students were divided into two categories: those entering Class A school with Basic Test Battery (BTB) selection scores greater than or equal to those in effect prior to July, 1976 and those entering with selection scores less than those in effect prior to July, 1976.

The primary objective of this study was to investigate and evaluate the outcome of the students entering with the lower BTB scores. This analysis was accomplished by comparing the effect that each student category had on the following dependent variables:

- 1) Rephasal - defined as the repeating of a class

because of academic, administrative, or medical problems.

2) Rephasal Rate - defined as the number of students rephased per total number of students (note: the rephasal rate for Study One was defined differently).

3) Disenrollment - defined as attrition from a school.

4) Disenrollment Rate - defined as the number of students disenrolled per total number of students.

5) Number of Rephasals - defined as the number of times a student had rephased.

A profile of the entering students was prepared for each individual school to provide background information. The background variables studied were divided into two groups, nuisance variables and the BTB selection scores.

Nuisance variables were those which might have an important impact on the previously mentioned dependent variables; however, a thorough analysis of this impact was beyond the scope of this study. These variables were included to remove or control effects other than BTB on the dependent variables in order to obtain a better estimate of the unique contribution of the BTB variables. They were also included to provide data for future research. These variables were:

1) School - defined as the three schools, Storekeeper School, Subsistence Specialist School, and Radioman School, from which the data was collected.

2) Source - students entered Class A school from either boot camp or a field unit.

3) Education - defined as the highest education level in years a student had completed.

4) Quarter - defined as the quarter a student commenced a school.

The third set of variables studied were the BTB selection scores. The scores utilized were:

1) GCT - General Classification Test score.

2) ARI - Arithmetic Test score.

3) COMB - defined as the combination of the GCT and ARI scores.

The final phase of Study Two was the analysis of the relationship between different variables for all three schools taken together and for each school considered individually. Of primary concern was the relationship with rephasal, disenrollment, and final grade. The first step was measuring the linear relationship between any two of the variables to determine how well each variable predicted the others. The second step was to study the linear relationship between a set of independent variables and a dependent variable while taking into account the interrelationships among the independent variables. The independent variables studied were school, source, education level, GCT score, ARI score, COMB score, and quarter. The dependent variables were rephasal, disenrollment, and



final grade. Through step two, a linear combination of independent variables was determined which would best predict values of the dependent variables, and the importance of each of the independent variables in that prediction was assessed. A significance level of .05 was utilized in all the analyses. For the correlation analyses this significance level is equivalent to an  $r$  no less than .073 for all schools considered together. An  $r \geq .164$  for Storekeeper School, an  $r \geq .117$  for Subsistence Specialist School and an  $r \geq .116$  for Radioman School.

The following values were assigned to individual variables used in this part of Study Two:

Rephasal	- (0) not rephased	(1) rephased
Disenrollment	- (0) not disenrolled	(1) disenrolled
Source	- (1) field	(2) boot camp
Quarter	- (1) first of FY	(2) second
	(3) third	(4) fourth
Education	- (9) ninth year completed, etc.	

These 12 regression analyses were accomplished because of the availability of the data and the possibility of initiating future study. A limited discussion follows each analysis; however, an in depth evaluation was not attempted because it was beyond the scope of this study. Of primary interest was the relationship between the BTB selection scores and the three dependent variables, rephasal, disenrollment, and final grade.

## B. RESULTS AND DISCUSSION

### 1. Analysis of Students by BTB Selection Score

A breakdown of the students entering Storekeeper School, Subsistence Specialist School, and Radioman School is shown in Table VII. The students were divided into two categories determined by BTB selection scores being greater than or less than those in effect prior to July, 1976. The previous selection score for both Subsistence Specialist and Radioman Schools was a GCT + ARI of 100 while the previous score for Storekeeper School was a GCT + ARI of 105. The present selection score for all three schools is a GCT + ARI of 90.

TABLE VII  
DISTRIBUTION OF STUDENTS BY CATEGORY

<u>SCHOOL</u>	<u>SCORE <math>\geq</math> PREVIOUS SCORE</u>		<u>SCORE <math>&lt;</math> PREVIOUS SCORE</u>	
	NUMBER OF STUDENTS	PERCENTAGE	NUMBER OF STUDENTS	PERCENTAGE
STOREKEEPER	99	69	45	31
SUBSISTENCE SPECIALIST	173	61	110	39
RADIOMAN	216	76	70	24

From Table VII it can be determined that approximately 32% of the students entering these three schools during FY 1977 had a GCT + ARI combination less than that which was required for selection prior to July, 1976. The mean BTB scores for these schools for FY 1977 are shown in Table VIII.

TABLE VIII  
MEAN BTB SELECTION SCORES

<u>SCHOOL</u>	<u>GCT</u>	<u>ARI</u>	<u>COMBINATION</u>
STOREKEEPER	57.29	53.56	110.79
SUBSISTENCE SPECIALIST	55.03	49.89	104.88
RADIOMAN	58.20	51.69	109.81
TOTAL	56.66	51.33	107.92

Entering students' education level was available for only the Storekeeper and Subsistence Specialist Schools. The distribution of number and percentage of students by category and highest education level attained is shown in Table IX. From this table it can be seen that students entering Storekeeper School with the lower BTB scores had a higher mean education level than the students entering with the higher BTB scores. The reverse is true for Subsistence Specialist School. However, the education level was unknown for 20% of the students attending this school.

Students in Class A schools originate from two different sources. Some of the students come from boot camp without going to a field unit while the remaining have acquired some field experience. Table X shows the distribution of students entering Class A school from these two sources.

From Table X it can be determined that there may be an important relationship between source and student

TABLE IX

EDUCATION LEVEL ATTAINED

<u>SCHOOL</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>UNK</u>
<u>STOREKEEPER</u>										
≥ PREVIOUS SCORE	3	1	3	67	9	11	0	3	1	1
PERCENTAGE	3	1	3	67	9	11	0	3	1	1
MEAN	12.35									
< PREVIOUS SCORE	0	0	0	33	6	2	2	1	0	1
PERCENTAGE	0	0	0	73	13	4	4	2	0	2
MEAN	12.45									
TOTAL	3	1	3	100	15	13	2	4	1	2
PERCENTAGE	2	1	2	69	10	9	1	3	1	1
MEAN	12.38									
<u>SUBSISTENCE SPECIALIST</u>										
≥PREVIOUS SCORE	1	4	14	101	12	6	2	0	0	33
PERCENTAGE	1	2	8	58	7	4	1	0	0	19
MEAN	12.03									
<PREVIOUS SCORE	1	5	5	67	3	1	1	0	0	27
PERCENTAGE	1	5	5	61	3	1	1	0	0	25
MEAN	11.88									
TOTAL	1	9	19	168	15	7	3	0	0	60
PERCENTAGE	1	3	7	59	5	3	1	0	0	21
MEAN	11.97									



TABLE X  
DISTRIBUTION OF STUDENTS BY SOURCE

<u>SCHOOL</u>	<u>BOOT CAMP</u>		<u>FIELD</u>	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
<u>STOREKEEPER</u>				
≥ PREVIOUS SCORE	22	22.2	77	77.8
< PREVIOUS SCORE	8	17.8	37	82.2
TOTAL	30	21.8	114	79.2
<u>SUBSISTENCE SPECIALIST</u>				
≥ PREVIOUS SCORE	71	41.0	102	59.0
< PREVIOUS SCORE	28	25.5	82	74.5
TOTAL	99	35.0	184	65.0
<u>RADIOMAN</u>				
≥ PREVIOUS SCORE	107	49.5	109	50.5
< PREVIOUS SCORE	19	27.1	51	72.9
TOTAL	126	44.1	160	55.9
TOTAL(ALL SCHOOLS)	255	35.8	458	64.2

category. A thorough analysis of this relationship plus the effect of the variable source on training performance at Class A schools would be beneficial. This was not the objective of this study. Source was considered a nuisance variable, as was explained in the Methodology Section of this study.

The next step was to analyze the effect that student category had on rephasal and disenrollment. The results are shown in Table XI.

TABLE XI

EFFECT OF STUDENT CATEGORY ON REPHASAL AND DISENROLLMENT

SCHOOL	STUDENTS	STUDENTS	REPHASAL	STUDENTS	DISENROLLMENT
		REPHASED	RATE	DISENROLLED	RATE
<u>STOREKEEPER</u>					
≥ PREVIOUS SCORE	99	8	8.08	4	4.04
< PREVIOUS SCORE	45	16	35.6	5	11.1
TOTAL	144	24	16.6	9	6.30
<u>SUBSISTENCE SPECIALIST</u>					
≥ PREVIOUS SCORE	173	15	8.70	20	11.6
< PREVIOUS SCORE	110	17	15.5	19	17.3
TOTAL	283	32	11.3	39	13.8
<u>RADIOMAN</u>					
≥ PREVIOUS SCORE	216	115	53.2	37	17.1
< PREVIOUS SCORE	70	49	70.0	24	34.3
TOTAL	286	164	57.3	61	21.3

From Table XI it can be seen that students entering these schools with GCT + ARI combinations less than the previous selection scores had a higher incident of rephasals and disenrollments. The rephasal rate for these students versus students entering with the higher selection scores was 4.4 times greater for Storekeeper School, 1.8 times greater for Subsistence Specialist School and 1.3 times greater for Radioman School. The disenrollment rates for these same students were 2.7, 1.5, and 2.0 times greater for Storekeeper, Subsistence Specialist and Radioman Schools respectively.

The incidence of multiple rephasals ( $>1$ ), however, was not generally higher for students entering these schools with lower selection scores. This is shown in Table XII.

## 2. Regression Analysis

The regression analyses reported in this section utilized the following variables: final grade (FG), rephasal (REP), disenrollment (DI), quarter (QT), source (SOU), education level (ED), GCT, ARI, and GCT + ARI (COMB). The primary objective of these analyses was to determine the relationship between the BTB selection scores and the three dependent variables, rephasal, disenrollment, and final grade. The other variables were included to remove or control effects other than BTB on the dependent variables in order to obtain a better estimate of the unique contribution

TABLE XII

NUMBER OF REPHASALS

<u>SCHOOL</u>	1	%	2	%	3	%
<u>STOREKEEPER</u>						
≥ PREVIOUS SCORE	8	8.1	0	0	0	0
< PREVIOUS SCORE	16	35.6	1	2.2	0	0
TOTAL	24	16.6	1	0.7	0	0
<u>SUBSISTENCE SPECIALIST</u>						
≥ PREVIOUS SCORE	15	8.6	2	1.2	0	0
< PREVIOUS SCORE	17	15.5	2	1.8	2	1.8
TOTAL	32	11.3	4	1.4	2	0.7
<u>RADIOMAN</u>						
≥ PREVIOUS SCORE	115	53.2	37	17.1	8	3.7
< PREVIOUS SCORE	49	70.0	11	15.7	7	10.0
TOTAL	164	57.3	48	16.8	15	5.2



of the BTB variables. They were also included to provide data for future research.

a. All Schools

The variable education level (ED) was not included in the following analyses for all three schools because it was not available for the students attending Radioman School. A correlation matrix determined for all the schools is shown in Table XIII.

TABLE XIII  
CORRELATION MATRIX FOR ALL SCHOOLS

	GCT	ARI	COMB	SOU	QT	DI	REP	FG
GCT	1.0							
ARI	.510	1.0						
COMB	.883	.850	1.0					
SOU	.243	.124	.212	1.0				
QT	-.016	.010	-.005	-.068	1.0			
DI	-.106	-.168	-.158	-.012	.006	1.0		
REP	-.039	-.144	-.100	-.066	.063	.097	1.0	
FG	.090	.169	.149	-.046	.043	-.368	-.292	1.0

From Table XIII it can be determined that of the BTB selection scores, the best single predictor of re-phasal, disenrollment, and final grade was the ARI score. This table also shows the high inter-correlations among GCT, ARI, and COMB.

A stepwise multiple regression was completed to determine the best predictors of rephasal, disenrollment, and final grade. The results are shown in Table XIV. A set of dummy variables was created to account for the three schools. Dummy variable S1 refers to Storekeeper School and S2 refers to Subsistence Specialist School, with Radioman School utilized as the reference category.

The results of the stepwise multiple regression analysis shown in Table XIV indicates that the individual schools are very important in predicting rephasal, disenrollment, and final grade. This is consistent with the findings in Table XI which shows that each school has a considerably different rephasal rate and disenrollment rate. Therefore, by knowing the mean rephasal rate, disenrollment rate, and final grade and which school a student is attending, one could predict the chances of the student's successful completion of that school. Why there is an individual school difference in these three dependent variables could be a subject for further study. Such factors as diversification of material being taught, percentage of students from the two BTB categories (Table VII), training and personnel management problems of the individual schools, etc., could be analyzed. As stated previously, school was considered a nuisance variable.

The ARI score was also statistically significant in predicting the dependent variables. The remaining

TABLE XIV  
STEPWISE REGRESSION FOR REPHASAL, DISENROLLMENT  
AND FINAL GRADE

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
REPHASAL	S2	0.3616	-0.3616	-0.5022	-0.5306
	S1	0.4872	-0.1531	-0.3825	-0.3367
	ARI	0.5195	-0.1436	-0.0126	-0.1843
	(constant)			1.2213	
Y' = 1.2213 -0.5022(S2 dummy) -0.3825(S1 dummy) -0.0126(ARI)					
F = 85.26 d.f. = 3, 692					
DISENROLLMENT	ARI	0.1681	-0.1681	-0.0088	-0.1708
	S2	0.1911	-0.0590	-0.1077	-0.1499
	S1	0.2344	-0.1166	-0.1285	-0.1490
	(constant)			0.6636	
Y' = 0.6636 -.0088(ARI) -0.1077(S2 dummy) -0.1285(S1 dummy)					
F = 13.41 d.f. = 3, 692					
FINAL GRADE	S2	0.2234	0.2234	6.1247	0.3215
	ARI	0.3112	0.1692	0.2927	0.2127
	S1	0.3324	0.0205	2.8980	0.1302
	(constant)			65.6230	
Y' = 65.623 + 6.1247(S2 dummy)+0.2927(ARI)+2.898(S1 dummy)					
F = 24.55 d.f. = 3, 593					

independent variables: quarter, source, GCT, and COMB were found not statistically significant and therefore not included in Table XIV.

b. Storekeeper School

A correlation matrix determined for Storekeeper School is shown in Table XV. This table shows that of the BTB selection scores, COMB is the best single predictor of final grade and rephasal while the GCT score is the best predictor of disenrollment. It also shows the high inter-correlations among the GCT, ARI, and COMB scores.

A stepwise multiple regression was completed to find the best predictors of the dependent variables, rephasal, disenrollment, and final grade. The results are shown in Tables XVI, XVII, and XVIII.



TABLE XV

CORRELATION MATRIX FOR STOREKEEPER SCHOOL

	FG	REP	DI	QT	SOU	GCT	ARI	COMB	ED
FG	1.0								
REP	-.244	1.0							
DI	-.961	.141	1.0						
QT	.077	.133	-.056	1.0					
SOU	-.043	.053	.023	-.042	1.0				
GCT	.460	-.211	-.153	-.116	.219	1.0			
ARI	.519	-.234	-.058	-.136	.083	.418	1.0		
COMB	.590	-.266	-.127	-.149	.185	.847	.832	1.0	
ED	.125	-.096	-.081	-.073	.054	.105	.177	.149	1.0

TABLE XVI

STEPWISE REGRESSION FOR REPHASAL

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
REPHASAL	COMB	0.2657	-0.2657	-0.0089	-0.2657
	(constant)			1.1103	
$Y' = 1.1103 - 0.0089(\text{COMB score})$					
$F = 10.64 \quad \text{d.f.} = 1, 140$					

This analysis shows that only the B associated with the combination score was statistically significant in predicting rephasal. The Bs associated with GCT, ARI, quarter, source and education were found not statistically significant.

TABLE XVII

STEPWISE REGRESSION FOR DISENROLLMENT

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
DISENROLLMENT	GCT	0.1528	-0.1528	-0.0053	-0.1528
	(constant)			0.3594	

$$Y' = 0.3594 - 0.0053(\text{GCT})$$

$$F = 3.95 \quad \text{d.f.} = 1, 140$$

The GCT score was the only significant predictor of disenrollment. The other independent variables were found to be not significant.

TABLE XVIII

STEPWISE REGRESSION FOR FINAL GRADE

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
FINAL GRADE	COMB	0.5895	0.5895	0.2882	0.6332
	QT	0.6097	0.0768	0.6039	0.1526
	SOU	0.6254	-0.0434	-1.7298	-0.1415
	(constant)			52.7940	

$$Y' = 52.794 + 0.2882(\text{COMB}) + 0.1526(\text{QT score}) - 0.1415(\text{SOU score})$$

$$F = 27.84 \quad \text{d.f.} = 3, 130$$

The combination score contributed most toward predicting final grade. Although the variables GCT and ARI, when considered alone, were highly correlated with final grade, when they are considered in a stepwise multiple

regression with the other independent variables their contribution is statistically insignificant. This reflects the inter-correlation among the BTB selection scores.

The nuisance variables quarter and source provided additional information for predicting final grade. However, further analysis of these variables was not attempted in this study. The contribution from the remaining independent variables was not statistically significant.

c. Subsistence Specialist School

A correlation matrix determined for Subsistence Specialist School is shown in Table XIX.

TABLE XIX

CORRELATION MATRIX FOR SUBSISTENCE SPECIALIST SCHOOL

	FG	REP	DI	QT	SOU	GCT	ARI	COMB	ED
FG	1.0								
REP	-.084	1.0							
DI	-.991	.265	1.0						
QT	.262	.066	.102	1.0					
SOU	-.029	-.001	-.077	-.044	1.0				
GCT	.246	-.018	-.088	.062	.202	1.0			
ARI	.314	-.112	-.185	.072	.099	.521	1.0		
COMB	.325	-.069	-.150	.082	.172	.897	.842	1.0	
ED	.256	-.050	-.044	.139	-.033	.154	.090	.143	1.0

This analysis indicates that of the BTB selection scores, the combination is the best single

predictor of final grade while the ARI score is the best predictor of disenrollment. The ARI score, though the best predictor of rephasal, is not statistically significant at the .05 level. There is also a high correlation between the nuisance variable education and the variable final grade. This relationship is not analyzed in this study. Table XIX also shows the high inter-correlations between the BTB selection scores.

A stepwise multiple regression was completed on the dependent variables rephasal, disenrollment, and final grade. The results are shown in Tables XX, XXI, and XXII.

TABLE XX

STEPWISE REGRESSION FOR REPHASAL

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
REPHASAL	ARI	0.1122	-0.1122	-0.0049	-0.1122
	(constant)			0.3292	
$Y' = 0.3292 - 0.0049(\text{ARI score})$					
$F = 3.96 \quad \text{d.f.} = 1, 217$					

This analysis shows that only the B associated with the ARI score was statistically significant in predicting rephasal. The Bs associated with the other independent variables were found not statistically significant.



TABLE XXI

STEPWISE REGRESSION FOR DISENROLLMENT

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
DISENROLLMENT	ARI	0.1845	-0.1845	-0.0091	-0.1928
	QT	0.2175	0.1017	0.0338	0.1155
	(constant)			0.4650	

$$Y' = 0.4650 - 0.0091(\text{ARI score}) + 0.0338(\text{QT score})$$

$$F = 5.36 \quad \text{d.f.} = 2, 216$$

The ARI score contributed most towards predicting disenrollment. The nuisance variable quarter provided additional information for predicting disenrollment. However, further analysis of this variable was not attempted in this study. The contribution from the remaining independent variables was not statistically significant.

TABLE XXII

STEPWISE REGRESSION FOR FINAL GRADE

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
FINAL GRADE	COMB	0.3249	0.3249	0.0844	0.2727
	QT	0.3932	0.2624	0.7089	0.1950
	ED	0.4324	0.2562	0.8115	0.1839
	(constant)			65.6339	

$$Y' = 65.6339 + 0.0844(\text{COMB}) + 0.7089(\text{QT score}) + 0.8115(\text{ED score})$$

$$F = 14.71 \quad \text{d.f.} = 3, 192$$

The combination score was the best predictor of final grade. Although the variables GCT and ARI, when considered alone, were highly correlated with final grade, when they are considered in a stepwise regression with the other independent variables their contribution is statistically insignificant. This reflects the high inter-correlations among the BTB selection scores.

The nuisance variables quarter and education provided additional information for predicting final grade. However, further analysis of these variables was not attempted in this study. The contribution from the remaining independent variables was not statistically significant.

d. Radioman School

A correlation matrix determined for Radioman School is shown in Table XXIII.

TABLE XXIII

CORRELATION MATRIX FOR RADIOMAN SCHOOL

	FG	REP	DI	QT	SOU	GCT	ARI	COMB
FG	1.0							
REP	-.226	1.0						
DI	-.439	-.092	1.0					
QT	-.020	-.006	-.095	1.0				
SOU	.014	.013	-.009	-.096	1.0			
GCT	.152	-.175	-.161	-.003	.232	1.0		
ARI	.212	-.235	-.209	.074	.189	.543	1.0	
COMB	.206	-.229	-.207	.035	.234	.880	.871	1.0

This analysis indicates that of the BTB selection scores, the ARI score is the best single predictor of rephasal, disenrollment, and final grade. It also shows a high inter-correlation among the BTB selection scores.

A stepwise multiple regression was completed on the dependent variables rephasal, disenrollment, and final grade. The results are shown in Tables XXIV, XXV, and XXVI. These results show that only the B associated with the ARI score was statistically significant in predicting the three dependent variables. The Bs associated with the other independent variables were found not statistically significant in all three cases.

TABLE XXIV

STEPWISE REGRESSION FOR REPHASAL

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
REPHASAL	ARI	0.2353	-0.2353	-0.0171	-0.2353
	(constant)			1.4553	

$$Y' = 1.4553 - .0171(\text{ARI score})$$

$$F = 16.59 \quad \text{d.f.} = 1, 283$$

TABLE XXV

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
DISENROLLMENT	ARI	0.2088	-0.2088	-0.0125	-0.2088
	(constant)			0.8562	

$$Y' = 0.8562 - 0.0125(\text{ARI score})$$

$$F = 12.90 \quad \text{d.f.} = 1, 283$$

TABLE XXVI

DEPENDENT VARIABLE	INDEPENDENT VARIABLES	MULTIPLE r	SIMPLE r	B	BETA
FINAL GRADE	ARI	0.2118	0.2118	0.3765	0.2118
	(constant)			61.2327	

$$Y' = 61.2327 + 0.3765(\text{ARI score})$$

$$F = 10.52 \quad \text{d.f.} = 1, 224$$

### C. SUMMARY

From the data collected for Study Two, it was determined that approximately 1/3 of the students attending Storekeeper, Subsistence Specialist, and Radioman Schools during FY 1977 had BTB selection scores lower than the previous cutoff score. The exact percentage for each school was shown in Table VII. The effect of these students on rephasal and disenrollments was shown in Table XI. Students with the lower BTB scores had a substantially greater incidence of rephasals and disenrollments than the students with the higher BTB scores. However, the incidence of multiple rephasals was approximately the same



for both student categories. In the future, if the input changes are such that there is an increase in the percentage of students entering these schools with the lower BTB selection scores, there could be a significant increase in both rephasal and disenrollment rates.

The analysis completed in this study also showed that the best predictors for rephasal, disenrollment, and final grade when all the schools were considered together was knowing the individual school a student was attending and his ARI score. However, from Table XIV it can be seen that only a small amount of the variance of these dependent variables could be accounted for. For rephasal, 27% (24% by the schools and 3% by ARI score) of the variance was accounted for while 73% was not. For disenrollment, only 5.4% (2.6% by the schools and 2.8% by ARI score) of the variance was accounted for while 94.6% was not. For final grade, 11% (4.5% by the schools and 6.5% by ARI score) was accounted for while 89% was not.

When an analysis was completed for individual schools, it was discovered that other variables besides the ARI score were good predictors of the dependent variables. For Radioman School alone the ARI score was the only statistically significant predictor of all three dependent variables. It was also the best predictor of rephasal and disenrollment but not final grade in Subsistence School. The ARI score was not a statistically significant predictor for any of

the three dependent variables for Storekeeper School. In each of these analyses only a small amount of the variance in the dependent variables could be explained. However, an analysis by individual school is necessary to determine the significant predictors of rephasal, disenrollment, and final grade for each school.

There were several variables mentioned but not analyzed in this study that could have an effect on the training performance of students attending Class A schools. These were labeled nuisance variables and included the variables school, source, quarter, and education. Further analysis of each of these variables should prove beneficial in predicting success at Class A schools.

#### IV. CONCLUSIONS

The purpose of this analysis was to investigate and evaluate the effect that lowering the BTB selection scores in July, 1976, had on rephasals and disenrollments from Class A schools. Further attention was also given to the outcome of students entering with the lower BTB scores. From the data that was available for Study One it was determined that lowering the BTB selection score had a small but statistically significant effect on rephasal rate but not disenrollment rate. Rephasal rate increased from FY 1976 to FY 1977.

Through the results of Study Two it was shown that students entering Storekeeper, Subsistence Specialist, and Radioman Schools with lower BTB scores had a greater incidence of rephasals and disenrollments. During FY 1977, 1/3 of the students attending these schools entered with lower BTB selection scores than those in effect prior to July, 1976. If the input percentage of these students increased there should be a significant increase in both the rephasal and disenrollment rates for these schools, and not just the rephasal rate as indicated in Study One.

If it becomes necessary in the future of the Coast Guard to accommodate a higher percentage of less qualified personnel for Class A school, further study for all schools will have to be carried out concerning rephasal and

disenrollment. A thorough analysis for each individual school and not generalized assumptions from a study of selected schools would be required to determine the best predictors of success. Other variables besides BTB scores should be considered. Lang (Ref. 2) determined that an ASVAB composite or an ASVAB and BTB composite might be a better predictor of success than just a BTB composite. Boot camp grades should be taken into consideration. Based on a thorough analysis of selection criteria for Class A school, rephasal and disenrollment rates could be kept to a minimum for personnel determined as less qualified.



## LIST OF REFERENCES

1. Kerlinger, F. N. and Pedhazur, E. J., Multiple Regression in Behavioral Research, Holt, Rinehart and Winston, Inc., 1973.
2. Lang, D. A., "The Effectiveness of Selection Tests in Predicting Performance at Coast Guard Class A Schools: I. Machinery Technician School Yorktown, Virginia," Washington, D. C., 1976.
3. Muldrow, T. W., "The Motivational Factors Influencing Enlistment Decision," Unpublished Study, Naval Personnel Research and Development Laboratory, Washington, D. C., 1969.
4. Nie, N. H., Hull, C. H., Jenkins, J. G., Steinbrenner, K. and Brent, D. H., Statistical Package for the Social Sciences, 2nd ed., McGraw Hill, 1970.
5. Personnel Manual, (U. S. Coast Guard) (CG-207)
6. West, A. S., Williams, R. E., Lantz, A. E., and Bleistein, S., "A Study of Selected Class A Schools, Volume II," Department of Transportation, U. S. Coast Guard, Washington, D. C., 1975.

# INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Documentation Center Cameron Station Alexandria, Virginia 22314	2
2. Library, Code 0142 Naval Postgraduate School Monterey, California 93940	2
3. Department Chairman, Code 54 Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	1
4. Professor J.K. Arima, Code 54 Aa Department of Administrative Sciences Naval Postgraduate School Monterey, California 93940	1
5. Defense Logistics Studies Information Exchange U.S. Army Logistics Management Center Fort Lee, Virginia 23801	1
6. Commandant (PTE - 1/72) U.S. Coast Guard Headquarters Washington, D.C. 20590	2
7. Mr. J. Cowan c/o Commandant (G-P - 1/2/62) Psychological Research Branch U.S. Coast Guard Headquarters Washington, D.C. 20590	1
8. Commanding Officer U.S. Coast Guard Training Center Petaluma, California 94952	4
9. Lt. Daniel E. Kalletta, U.S.C.G. 1561 East 12 Street Brooklyn, New York 11230	3